NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

THE bulletin

CONVENTION 2003

Biennial General Meeting 2003

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention 2003, will take place April 22-25 at the Delta St. John's Hotel. Approximately 93 delegates will attend the meeting to consider resolutions put forth by Branches and Councils, resolutions from the floor of Convention, the 2003-05 budget, by-law changes, and other important business which must be carried out by the Association throughout the year.

One of the highlights of the Biennial General Meeting will be the elections for the Provincial Executive of the Association. The positions of President and Vice-President will be determined by province-wide vote on May 6, 2003. Candidates for President, Vice-President and Provincial Executive are indicated throughout this issue of *The Bulletin*.

In addition to delegates representing NLTA's 51 Branches, observers representing the Association's 20 Special Interest Councils will also be in attendance. Other highlights of the BGM include presentation of the Special Recognition Award, the Bancroft, and Barnes Awards, and the conferring of Honorary Membership in the Association.

Editor's Note:
Candidates' biographies and position statements are printed as submitted and have been edited for length/word count only.

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Biennial General Meeting

April 23-25, 2003

Convention Theme:

The Power of Learning

NLTA Award Winners

The following awards will be presented at this year's Biennial General Meeting:

BANCROFT AWARD – In recognition of outstanding service given to NLTA at the branch level by an active member and to teachers within two years after retirement from teaching.

2002 Bancroft Award Winner – **Thomas Kendell**
2002 Bancroft Award Winner – **Patrick Pittman**
2003 Bancroft Award Winner – **Marilyn Bennett**
2003 Bancroft Award Winner – **Margaret Dunphy**
2003 Bancroft Award Winner – **Dolly Oldford**

BARNES AWARD – In recognition of outstanding professional development services provided at the Special Interest Council level.

2002 Barnes Award Winner – **Geoffrey Booth**
2003 Barnes Award Winner – **Victor May** *

SPECIAL RECOGNITION AWARD – In recognition of a major contribution made by an active member of NLTA to the cultural, social and/or community life of Newfoundland and Labrador.

2002 Special Recognition Award Winner – **Paul Le Blanc**
2003 Special Recognition Award Winner – **Rex Hillier**

** We regret that Victor May passed away in December 2002. His award will be presented posthumously at BGM 2003.*

Candidates for President

Fred Douglas

Fred Douglas

Teaching and NLTA Involvement:

- 27.5 years as a classroom teacher
- 27.5 years of involvement within NLTA including chairing the following committees:
  - Group Insurance
  - Investment
  - Finance and Property (two terms)
  - Collective Bargaining
- Table Officer (three terms)
- Vice-President
- Board of Directors, Canadian Teachers' Federation

Election Statement

I come to you as Vice-President of our Association, seeking the office of President. I do so with the teachers' agenda. You have consistently spoken with me of issues you wish to see addressed: workload, salary, professional development and communications.

You have said it is crucial to make gains on workload issues. You have said we need a cap on class size and to negotiate a new method for determining class size highlighting the profile of the child we teach. Students on Pathway Three, for example, require much more time for planning, modifying and evaluating than Pathway One students. This should be reflected in the size of any class. We should also persevere with our positions on a defined work day, guaranteed preparation time and the elimination of lunchtime supervision. The employer continues to introduce programs into an overloaded curriculum without the resources to support them. The attitude is that "Teachers will make it work if it's for the benefit of children." For example, we have programs like "KinderStart" integrated without as much as a "by your leave" and courses without adequate texts or resources. Two things must happen. Government must be told that teachers will not introduce programs without adequate training and resources; secondly, we must continue to partner with parents and others to emphasize the necessity of adequate resources and inservice.

Salary must be clearly linked with other teacher groups. For the first time in our collective bargaining history our wages are on par with those of our Atlantic province colleagues. It is time to move beyond that benchmark toward a Canadian average.

In the last contract we were pleased to achieve three days within the school year specifically for professional development. The recent arrangement between our VTC and the CDLI represents still more good news on the PD front. However, we must be vigilant to ensure that these days are used for teacher-driven professional development. The PD Alliance and its innovative model is also welcome news! In the longer term we must negotiate changes in teacher certification regulations which recognize the principle that teachers who complete specified Professional Development modules through this Alliance venue will be given credit toward higher certification.

Communication is paramount! It is essential that we continuously bring education issues to the fore if we are to positively effect public consciousness. We can partner with parent groups and other allies in this endeavor. This objective is absolutely vital to changing the way education is funded in this province. You and I know the best investment, with the greatest return, that Government could make is in public education! Our challenge is to convince the public of this truth. Only then will education get the funding it deserves!

Over the next decade there will be a huge wave of retirements. Consequently, there will be a significant change in the teaching force which must be an issue for all participants in education. What is the vision for this new teaching force? Who will articulate this vision? Research and literature on organizational change asserts that if we don't plan to manage change, the system will suffer a decline in performance over time. NLTA should lead the way here. We can undertake initiatives to affect dialogue between teachers, parents, academics, bureaucrats and politicians which will counter the growing influence of business-funded lobbyists with their right wing corporate agenda for public education.

Internally, we need to prepare to manage this change as well, and we need to ensure that mechanisms are in place for effective communication. How do we operate our Association in light of these changing demographics? I propose an ad hoc committee comprising younger teachers, the Vice-President and a senior staff person to do an indepth study and recommend a plan outlining how we might expand further our use of technology and generally improve the quality of services to teachers in the face of fewer members and less revenue.

Colleagues, a review of my vitae will assure you that my involvement in our Association has prepared me for the role of President. Experience is important! I offer experience and a style of leadership conducive to reinvigorating our membership. I offer a seamless transition in a negotiating year. Most of all, I offer an agenda developed by teachers and a guarantee that the voice of the practitioner will have a say in shaping the future of education in this province!

Wayne Lee

NLTA Involvement

- Provincial Executive
- Chair, Finance and Property Committee
- Chair, Workload Committee
- Negotiating Team
- Collective Bargaining Committee
- Branch President

Community Involvement

- President, Newfoundland and Labrador High School Federation
- President, Bay St. George High School Athletic Association
- Provincial Executive Member, Newfoundland and Labrador Federation of Cooperatives
- President, Indian Head Consumers Co-op, Stephenville
- Vice-Chair, Bay St. George Community College
- Chair, Stephenville Recreation Advisory Board

Election Statement

The next two years will be pivotal for teachers of this province and the Newfoundland and Labrador Teachers' Association. Declining enrolment and continued decline in the province's population will make it imperative that the Association be proactive in maintaining those benefits attained with so much difficulty in the past while improving the working conditions of teachers in the future.

As the dynamic of our times changes, our Association and its leadership must evolve as well. The quest to improve teachers' working conditions must become the constant in our Association's activities.

The President of the NLTA must speak clearly and strongly on behalf of teachers in particular, and education in our province in general. We must have a clear agenda and an action plan to realize it. This plan must involve leadership that is constant and articulate in pressing for teacher issues in a time of dwindling resources.

My experience as a member of the Collective Bargaining Committee and the Negotiating Team has shown me that there is a better way to realize our needs without massive expenditure and an overly long process. As chair of Finance and Property I have managed to keep our own operations fiscally responsible and as chair of the Workload Committee I will be bringing to the Association the first definitive and quantified measurement of a teacher's workload.

The challenge to us all and to the leadership in particular is to maintain our focus on teacher issues and to keep them in the forefront so they can be realized when the opportunity arises.

I ask for your support in this endeavor. Together we can not only face the challenges of the future but improve the quality of life for us all.

Wayne Lee

Paul Matthews

Paul Matthews

Professional Background and Experience

"Paul holds a B.P.E., B.Ed., M.Ed. and a TESL Certificate. His last 20 years of teaching has been at Booth Memorial, St. John's, where he presently serves as Head, Department of English. Paul has taught at various sites in both rural (Burin Peninsula, Bell Island) and urban (St. John's, Edmonton) settings in single and multi-grade situations.

Paul's active participation in the affairs of the Association has been varied and longstanding but always focused on the professional and personal well being of teachers. From School Representative, Branch Executive, Branch Vice-President and Branch President to his current contribution on Provincial Executive, Paul has for many years given freely of his time and energy. He has served on various ad hoc and standing committees. He was a member of the recent Collective Bargaining Negotiating Team and at present represents our membership on the NLTA-Staff Negotiations Team in their current contract talks. Paul is also Chair, Membership Benefits and Services Committee and a Trustee of our Group Insurance Board of Directors.

Paul has had consistent involvement with the national SAIP (Student Achievement Indicators Program) in the field of assessment coding. Just this past summer he represented our province at the national SAIP coding session as trainer and Group Leader. Paul's record as an accomplished educator has traveled beyond his home province. In June 2002, Paul received the Prime Minister's Award for Teaching Excellence – an honor afforded fewer than three in every 10,000 teachers in Canada."

– Gail Perry, Chair CAMP
(Colleagues Aiding Matthews for President)

Position Statement

Early last fall I took the advice of my CAMP support group and turned it into a commitment to them, to myself and to all colleagues of my Association. I declared my candidacy in September in order to provide the maximum opportunity(s) and time to interact with the majority of teachers in their workplaces across our province.

Since September I have had a constant presence in *The Bulletin* – the one communication vehicle we all share. Since October I have labored to bring my approach and vision to meeting the enormous challenges confronting us and to seek your input, commentary and support. To date, I have visited with teachers in 103 schools from Shesheshit and Goose Bay in the north; to Stephenville and Corner Brook in the west; to Trepassey in the southeast. It has been a great pleasure to meet with so many of you and my "campaign" has been a tremendous learning experience. In the time remaining I will continue to embrace this fully inclusionary approach throughout the spring.

Schools and duties vary around the province, but wherever I go, the same issues arise. On the heels of government's reorganization and consolidation have come the incremental downloading of additional duties and the untenable demands of new initiatives such as Pathways and KinderStart. These programs developed far from the realities of the classrooms and implemented unaccompanied by the essential supports and resources have led to our present crisis position. The negative professional and personal impacts on teachers must be arrested. The "Duties of teachers", section 33(g) of the Schools Act, neatly reflects the employers' attitude with the catch-all phrase, "And other duties as assigned by the school board..." These words and this attitude must change!

For too long as an Association we have been reluctant to speak out loudly, forcefully and without equivocation in the public domain to protect our members. My campaign poster features the umbrella caption "Protecting the Profession". This must become the priority and raison d'etre of NLTA.

The consistent message I have heard from teachers is – a change is needed. This must start at the top of our Association. The status quo is not the answer. The move to a province-wide vote obviously speaks to this call and is another strong indicator of the groundswell of frustration and powerlessness many teachers feel. Only with a 180-degree change of direction will we be able to move from cynicism to control, to restore pride and morale, and to regain empowerment over workload and work life against the current unsustainable demands facing our members. Undervalued and overtaxed teachers need a voice, an advocate who will move pointedly in a new direction where protection of teachers' interests is paramount!

Full Circle

After years of service in Newfoundland and Labrador classrooms, I have embraced a unique opportunity to view our public school system from a fresh perspective. My youngest daughter is now an eight-year-old student in a large Grade 2 classroom. I wish each of her teachers to have appropriate student numbers, ample resources, support and time to deliver the program that will allow Zara's generation maximum benefit. This is my desire for every child and every teacher in Newfoundland and Labrador. At the end of an energetic meeting on a blustery winter night in January, a young colleague in Table Mountain branch summed up the issue in his simple but poignant plea, "go in there and tell them to just leave us alone and let us teach!"

With your support, this I will do!

Your input is valued. Contact me via my website: www.booth.k12.nf.ca/pmatthews.

Candidates for Vice-President

Dave Alcock

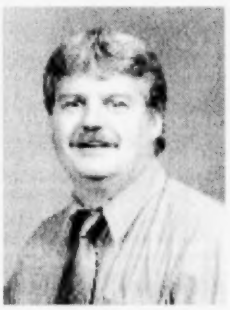
Work Experience and Education

I have been involved in the education system for the past 15 years in various capacities and locations throughout Newfoundland and Labrador. My teaching experience has taken me to many wonderful communities and consequently provided me with numerous positive experiences. I was employed as a guidance counselor/therapist and teacher in Grand Falls-Windsor, Botwood, Jacques Fontaine, St. Anthony, Brownsdale (E.J. Pratt) and surrounding communities. I also held positions in an administrative/teaching capacity in Old Perlican, Leading Tickles, and am presently principal of Helen Tulk Elementary in Bishop's Falls.

The Role of Vice-President

It is my position that the NLTA as an organization needs to be reassessed in light of feedback from the general membership to ensure the Association is acting in keeping with the expectations of its membership. Some points to consider:

1. The NLTA should consider becoming much more active with teacher welfare issues and put more of the ownership on government and district offices for professional development.
2. Should we consider means whereby we would have a considerable amount of money available to assist the strike fund? This might take some pressure off the membership and place more pressure on the government when negotiating new contracts.
3. We need to take stronger positions during contract negotiations and hold firm on items previously negotiated.
4. We must remain consolidated as an Association and never permit the membership to become fragmented and disenfranchised. If only one of our members is suffering unjustly then we must all be willing to stand in solidarity.
5. The Association must also take stronger stands against members who breach the "code of ethics" and Association guidelines, especially during contract negotiations.
6. The Association leadership must be more visible in all districts throughout their term and not just during contract time. The Association would then have opportunities to seek feedback from the general membership and not just the vocal few.
7. We must strive to work closely with other provincial and national associations/unions and provide mutual support when possible. We must find ways to truly make an impact during contract negotiations without leaving the image of being weak, vulnerable, divided, and easily manipulated, or more appropriately – shake the image of being seriously outmaneuvered.
8. Negotiation teams need to be readdressed with members selected that will instill confidence in the membership that we are serious negotiators and not simply riding on the shirt tails of other unions.
9. We must push much harder to have Memorial University respond to the needs of our children and prepare teachers more adequately for the task ahead.
10. We must insist on being active participants and never accept being rejected from participating at the committee/research level when our profession is being scrutinized or the delivery mode or allocation of resources in education is being addressed/assessed. We must ensure equitable representation of all parties with vested interests in the education of children. This should include, as a minimum, parents as well as teachers at the primary, elementary, intermediate and senior high levels.



David Alcock

Kevin Foley

Academic

Kevin graduated from MUN with a B.Sc. and a B.Ed. and has completed graduate work in education at both MUN and Fordham University in New York City. He has taught high school in St. Vincent's, St. Mary's Bay and for the past 23 years has taught junior high at St. Michael's School in Goose Bay, Labrador.

NLTA Involvement:

- *2001-03:* Provincial Executive; Table Officer; Chair of Teacher Certification Committee; Represented NLTA at Canadian Teachers' Federation (Whitehorse and

Kevin Foley

St. John's) and CAPTO (New Brunswick)

- *1999-01:* Provincial Executive, Chair of Benefits and Economic Services; Member, Teacher Certification Committee.
- *1997-99:* Provincial Executive; Member, Finance and Property Committee
- *1996-97:* Provincial Executive; Chair of Equity Issues in Education
- *1993-96:* President, Labrador North Branch
- *1990-93:* Political Action Officer
- *1993:* Member Ad Hoc Committee on Communications between Branch Presidents and Provincial Executive
- *1992:* Managed Campaign against Bill 17 in By-election in Nascopie District
- *1988-90:* Vice President, Labrador North Branch

Clem (Ted) Murphy

Position Statement

A paradigm shift has occurred again. And, of course, teachers are expected to implement it. As teachers have always done, we are answering the call. There is a whole generation of us who prepared the youth of this province to walk tall anywhere they chose to walk. From musicians to debaters, from science fair enthusiasts to cross-country skiers, from wrestlers to chess champions, from doctors to business owners, you name it and teachers were behind them. You will not find a community in this province where you will not find teachers organizing and leading the way in just about all areas of life. From music festivals to Lion's Clubs and Theater Festivals to car rally's, from hockey leagues to golf games, from municipal politics to regional games, teachers have revitalized the life of this province.

Now, a new set of expectations are coming our way. Now it's outcomes and test results and accountability. Now we are expected to shift our focus. Take a new generation of our youth to the top of the heap while being expected to continue with the demands already in place. We will do it despite not having the resources to do it, despite not having the professional development to do it, and despite not having the time in the course of a demanding day to rejuvenate and move on. The price, I fear, in some cases might be severe.

The Newfoundland and Labrador Teachers' Association exists for two reasons and two reasons only: the personal and professional well-being of teachers. Both of these are under more pressure now than they ever have been in our history. The number of referrals at the Employee Assistance Program, for example, are up with no reason to believe they will lessen. The professional expectations of teachers as evidenced by the number of curriculum-based tests and rankings etc. are continually being heightened. These things are coming at us with few, if any, of the past expectations being removed. This is where our Association has to step in.

A document entitled "Putting the Teacher Back Into Teaching" was recently presented to both the Department of Education and to School Districts by our Association. This is a practical and comprehensive attempt on our behalf to address the issues facing classroom teachers. I believe that initiatives such as this have to continue and we as an Association have to step up and say enough is enough. Accountability is a two way street.

The skills I have learned at Executive table for the past seven years and my varied life experiences have prepared me to be able to take on the responsibility of Vice-President of this Association. I ask for your support in doing so. Thank you.

Clem (Ted) Murphy

NLTA Experience

Chairperson of:

- PRISM Management Team
- Substitute Teacher Ad-Hoc Committee
- Group Insurance
- Collective Bargaining
- Curriculum
- Canadian Teachers' Federation Host Committee
- Staff Negotiations

NLTA Representative or Member of:

- Teacher Certification Committee
- Negotiating Team
- Injury on Duty/Ease Back Committee (Article 16)
- Table Officer
- Parliamentarian
- Canadian Teachers' Federation Annual General Meeting
- Provincial Advisory Committee for Student Support Services

Education

- B.A.Ed. – Memorial University of Newfoundland
- Diploma in Special Education
- Presently completing a Masters in Literacy

Employment

- *1978-79:* St. Michael's, Goose Bay
- *1978-82:* Our Lady Queen of Peace, Happy Valley
- *1982-00:* Bishop O'Neill Collegiate, Brigus
- *2000-Present:* Amalgamated Academy, Bay Roberts

My Position

My involvement in teaching and the Association began in 1978, my first year in Happy Valley-Goose Bay, and

now at Amalgamated Academy in Bay Roberts. Over that time I have been an active member of the local Branch, and, for the last ten years, a teacher advocate on the Newfoundland and Labrador Teachers' Association's Provincial Executive. I have been involved in virtually every aspect of the operations of our Association. My belief is that the leaders of our Association must give their commitment to the teachers of this province so that their rights and working conditions, including salary, will be improved. Either in a collaborative manner or a confrontational one, the goals of the membership must be achieved.

The open communication networks within our structure is one of our greatest strengths. Individual teachers may have their voices heard through their school representatives, through branch structures, or by contacting the Office of the President directly. Our priorities and guiding policies are governed by a strong network of communication, constant consultation and the development of consensus.

There are many issues our Association will have to deal with in the near future. As we see the focus of education and the methods of delivery used to educate the youth of our province changing, our control over our classrooms has diminished. Instead, there are expectations within our "inclusionary model" of education that are based on outcomes, common standards and external evaluation without the considerations of student learning styles and capabilities. As an Association, we have never opposed changes that improve learning. Usually it is through the input of teachers that these initiatives are maximized; however, it is the teachers' considerations that have been omitted. So, our recent concerns, as I see them, focus on three aspects – salary, working conditions and workload.

Expectations are for teachers to implement new programs (i.e., KinderStart, etc.), new courses, and various board-directed initiatives in literacy (i.e., Soar to Success), even though the in-service, including resources, are not adequately in place to support the teacher. Our "inclusionary model" of education has a solid base in theory but the resources to assist identified students are also not adequate. Our classrooms and curriculum are structured to a point where, I fear, in our struggle to complete everything, "adequate" instead of "excellence" starts to appear. As teachers we cannot, and will not, accept "adequate", therefore we work harder placing greater stress on ourselves to maintain "excellence".

As a leader I feel we must use all resources of our Association to address the concerns of our classroom and control our workload; not to avoid new initiatives but to regulate and manage the implementation process.

I firmly believe I have the skills necessary to achieve these goals either collaboratively or in confrontation. The experiences and knowledge gained as an Executive member over the past ten years have prepared me to work with various other agencies.

Please give me the opportunity to be your strong voice in our continuing struggle to improve the salary, the working conditions, and the workload of all teachers within Newfoundland and Labrador.

Sean Noah

Sean Noah

Academic/Teaching

- B.A., B.Ed., MUN, 1982
- M.Ed. (Teaching), MUN, 1986
- *1991-03:* Teaching-Principal, Avoca Collegiate, Badger (K-12, K-9, K-8 Systems)
- *1989-91:* Program Coordinator, English/Social Studies, Grand Falls-Windsor
- *1982-89:* Teaching Junior High, St. Michael's, Goose Bay

NLTA Involvement

- *2000-03:* Chair, Group Insurance Trustees
- *2001-02:* Chair, Group Insurance Market Review; Chair, Pooled Investment Fund Committee
- *1999-00:* Member, Finance and Property Committee
- *1999-03:* Member, Pooled Investment Fund Committee; NLTA Rep., Pension Administration Committee; NLTA Rep., Employee Assistance Program
- *1999-00:* Member, Province-Wide Vote Committee; Member, Group Insurance Trustees
- *1997-98:* Member, Communications Committee
- *1996-99:* President, Exploits Valley Branch
- *1994-96:* Vice-President, Exploits Valley Branch
- *1987-89:* President, Labrador North Branch
- *1986-87:* Vice-President, Labrador North Branch
- *1984-85:* Communications, Labrador North Branch
- *1982-84:* School Representative

Statement

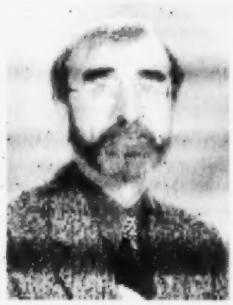
Teachers I have spoken with are saying in greater numbers than ever, that something must be done to reduce workload and provide more time for class preparations and conferencing with each other. Eliminating corridor duty and increasing preparation time may be costly, but go to the heart of workload concerns in our profession and should be pursued vigorously in the next round of bargaining. Teachers' health and well being is also a number one priority for our Association. We look

forward to positive recommendations and action coming from our participation on the Provincial Wellness Advisory Committee.

To consistently derive satisfaction in our professional lives and to accomplish goals in the classroom, we need smaller class sizes and proper resourcing of schools – both personnel and otherwise. In our private lives, we deserve regular salary increases so we can afford a decent existence for ourselves and our families. We are entitled to and deserve these improvements, but it will only be by standing together that we achieve future gains. We will strengthen our position at the bargaining table through a strong sense of resolve, by negotiating strategically and by fighting for what is right and just for teachers.

I am seeking the office of Vice-President of our Association as I believe I can work with our President and Executive team to offer you strong representation, clarity of purpose and a vision for our future – one of renewed respect in NLTA where our focus is on solving classroom issues together.

Having taught the past 21 years and teaching with administrative duties during the last 12, I have learned a great deal about teachers, schools and our Association. I have felt privileged to work on your behalf and with our NLTA Executive and staff during the last four years. I have worked hard for your interests. I respectfully request your support so I can support you. I dedicate all of my energy, experience and abilities to the task. Thank you.



Fred Wood

Fred Wood

Friends, we are at a truly evolutionary moment in the history of our Association. We are all to be held more accountable, more responsible for whom we elect as our leaders. We must appreciate democracy in its purest form. This momentous step happens as our Association is changing. We have new members entering the profession, with skills our colleagues of 20 years ago could never imagine. Incredibly, many of the challenges remain the same, just different labels.

Room 249 at Queen Elizabeth High is where I find my motivation. In addition, as I have met so many of you recently in your classrooms, staff rooms, corridors and main offices, I hear the simple workload issues being raised. I hear of new programs (i.e. Pathways, KinderStart, etc.) and curriculum being given to members without adequate resources, PD time, or personnel to meet the objectives. I see teachers facing Professional Growth Plans, absence of remedial reading programs, and the impact of CRT's. I see administrators burdened by paperwork with little secretarial or technical support to clear the way for that old-fashioned notion that they are our instructional leaders. There are so many wonderful ideas, often developed by colleagues, but implemented on a shoestring! It's the classic downloading of responsibilities that gets in the way of our teaching.

This disrespect, this misuse of our talents and skills, ultimately reflects on the success of our students, those most dear to us. As I meet with many of you over coffee or lunch during the current campaign, a thought comes to me: You don't suppose we should start saying, "enough is enough"? You don't suppose we should say, "No!" until we get the tools to do the job? Just how many hours are there in the day? I believe it is important that you know where your potential leaders stand on these issues. I believe my past ten years of NLTA work and the past four years of Provincial Executive and committee work have shown I have done exactly that. Forgive my naivety, but I believe a leader's views should be clear and unequivocal, forgetting political expediency. Bad politics maybe …but not necessarily bad leadership.

For 25 years I've coached and sponsored my students all over this province. I have entered this political arena because it is the ultimate extra-curricular activity. You volunteer your time and energy for your colleagues, but one must be prepared to face the hard realities of opposing views, criticism and our Association's worst enemy – indifference. I'm prepared to offer myself because I know those roots I mentioned earlier will not let me down, those classrooms, corridors and gyms of this province. The endless meetings, rushed lunches, resourceless courses and hours of late night correction and report preparation gives us the collateral necessary to communicate frankly the inadequacies of our education system to government, the public, and to our very own members. It gives us the right to highlight all the great success stories from our work too!

I seek the honor of being your advocate on these matters as your Vice-President of NLTA. When I first announced my decision to my colleagues at Queen Elizabeth High, I asked them a favor – which I now ask you. I asked them to ensure that I was not consumed by the political process, that I remained focused. They've remained true; so have you as we have discussed the issues during supervision or afternoon bus duty. I hope that this input and support, and my knowledge, experience and commitment, finds me worthy of your consideration.

Candidates for Executive

David Alcock

Education
- Bachelor of Social Work – Memorial University
- Masters of Educational Assessment and Measurements – Mount Saint Vincent
- Numerous Professional Institutes

Employment
- Taught in Leading Tickles, Botwood, Northern Peninsula (regional guidance counsellor), Grand Falls, Jacques Fontaine, Brownsdale, and Old Perlican.
- Taught at the primary/ elementary/senior high levels.
- Currently principal of Helen Tulk Elementary in Bishop's Falls.
- 15 years teaching experience (10 of which include administrative experience and 5 years as counsellor with teaching duties).

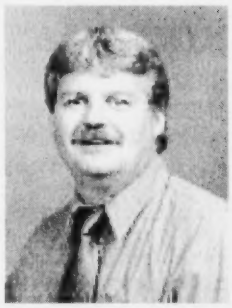
Personal
- Born in Leading Tickles (Central Newfoundland)
- Married to Veletta Rodgers for eight years and have two beautiful children: Logan (6 years old) and Celena (8 years old).

Professional Observations
- It's time we question what it is we expect from our Association and the Association establish consistent priorities reflecting these goals. One such question might be – Was it necessary to extend the school day and year?
- The Association must become united as one large family, whereby we support each other and do not permit ourselves to get manipulated by government in a divisive manner.
- I believe in the collaborative team approach in the decision-making process but with strong leadership.
- I see overworked teachers with understaffed schools and limited resources.
- I see teachers with lack of human and material resources attempting to write and implement ISSPs in classrooms where another 20-30 children are also supposed to have individualized profiles and programs.
- I see quality music and physical education programs being restricted (primary/elementary).
- Most schools have to become very creative to maintain minimum program offerings.
- The mismatch of CRTs with curriculum implementation and questionable validity at all grade levels.
- I see increased downloading and higher expectations placed on schools but few opportunities for teachers to have meaningful input.

NLTA and Our Future

My diverse teaching experience, loyal member of the NLTA for over 15 years, combined with the experience of being a father of two school-aged children, provide for a dedicated and committed individual who is sensitive to the needs of children and teachers alike. However, let me make it perfectly clear – the time has come for TEACHER WELFARE to be the top priority of the NLTA and our salaries should reflect the same.

I ask you to vote for change and honest representation by a dedicated worker who is not afraid to ask the tough questions and demand results.



David Alcock

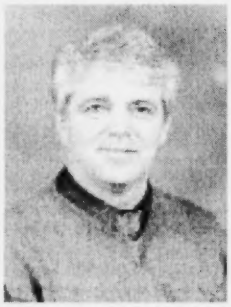
Marilyn Bennett

Academic Qualifications
- B.A.(Ed.), Diploma in Sp. Ed., B.Sp. Ed. – MUN
- Diploma in Family Life – St. Francis Xavier University

Professional Work Experience – Leadership Involvement
- Grade 6 Teacher/Elementary Special Education Teacher, Bishop Abraham, St. John's
- Primary / Elementary Teacher, St. Michael's, St. John's
- Elementary Special Education Teacher, St. Augustine's, Bell Island
- Challenging Needs and Junior High Teacher, Burnt Hill Academy, Carmanville
- Substitute, St. John Bosco (Grade 4)
- *2001-03:* Founder of school's Literature Fair; Initiator of yearbooks
- *1999-03:* Organizer of school's major fundraiser
- *1996-03:* Member, Chair, Treasurer – School Council
- *1990-91:* Member of School Board Nutrition Committee
- *1989-92:* Founder / Organizer of Breakfast Program
- *1989:* One of the Founders of "Hot Lunch Program"

NLTA Involvement – National/Provincial/Branch
- *2002-03:* Winner of prestigious Bancroft Award; Initiated the dance for all teachers during BGM
- *2001-04:* President for St. John's Centre; Chairperson of School Board-Teacher Liaison Committee

Marilyn Bennett



Dana Burridge

- *2001-02:* Member of CTF Host Committee, Chairperson of Hospitality; Initiated "Greet and Meet Night" for Teacher Representatives at NLTA
- *2001:* Revived and expanded Tri-branch Committee
- *1994:* Co-organizer of strike headquarters and teacher walk
- *1993-94:* Member of Provincial Field Services; Chairperson of Political Action
- *1992-93:* Member of Provincial Teacher Welfare
- *1991, 1992, 1999, 2001:* (Chair for 2001) Member of the Host Committee for AGM / BGM
- *1991-94:* Vice President for St. John's Centre; Chairperson for Election of Delegates and Resolutions for AGM
- *1991-94, 2000:* Chairperson of Retirement Banquet
- *1991-92:* Representative for Equality of Rights
- *1991:* Published article in *PRISM*
- *1990-93, 1995-03:* AGM / BGM Delegate
- *1990:* Member of the Branch Centennial Committee
- *1990, 2002:* Delegate to CONTACT
- *1989-91:* Member of St. John's Centre Executive
- *1989-90:* Chairperson for Teacher Representatives
- *1989:* Teacher Representative for Denominational Symposium
- *1976:* Member of Hamilton Sound Executive

Statement

Our Association has many stressed members through an ever increasing and overly demanding workload. KinderStart, ISSPs, excessive new curriculum coupled with student supervision, lack of preparation time, unregulated class size/Pathway students, multi-level classes, etc. has left teachers overworked and demeaned. As a member of your Provincial Executive, I will work diligently with your team in facing our awesome challenges ahead and providing leadership to bring about change. WE DESERVE A LIFE. Your consideration and support would be appreciated. Please feel free to contact me, tel: 753-9192, fax: 753-2160, or email: mgbennett@roadrunner.nf.net.

Arthur Callahan

Dana Burridge

Dana graduated from Memorial University with a B.A. and B.Ed. He taught in Jackson's Arm, White Bay (1973-74), Deer Lake (1977-90) and is presently teaching in Pasadena.

Dana's NLTA involvement started in his first year teaching when he was a charter member and communications officer of Taylor's Brook Branch. Throughout his career his involvement at the branch level in Deer Lake included School Board-Teacher Liaison Committee, communications officer, political action officer, secretary, treasurer, vice-president and president.

Provincial committees included Collective Bargaining Legislation Review and Professional Issues in Teaching. Provincial Executive experience (1999-03), includes the following committees: Finance and Property, Group Insurance, Educational Leave, Deferred Salary Leave, Pooled Investment, and Equity Issues in Education (chair).

Community involvement has paralleled Dana's teaching career. He was a director of the Humber Valley Development Association for 12 years. He served on many sub-committees including a committee for the development of the Humber Valley Strawberry Festival, planning and developing the Deer Lake Museum and Heritage Center and Job Re-entry for Women. He was a member of the Deer Lake Library Board for 15 years.

Dana is currently active in school improvement initiatives, Middle Level Education, Kids Eat Smart Program, the national Heritage Fair Program, and planning committee for Diverse Teaching and Learning.

He continues to be a vigilant activist in improving the workplace for teachers.

Statement

A quality work environment is crucial to the life of a teacher. Increased expectations and adverse working conditions are resulting in negativism, apathy and burnout.

As professionals, we must unite to make strides toward creating a work environment that rejuvenates teachers. Teacher morale will improve when we have a manageable workload, relevant professional development and the autonomy to create achievable goals.

During the past four years I have acted on my commitment to work on behalf of all teachers, pursuing the tenets of a quality workday, fair remuneration and increased membership involvement. With my interest, experience and understanding, I feel I can continue to provide strong leadership in the decision making needed to improve teachers' working environments.

Arthur Callahan

Background

A vote for Art for Executive would ensure a strong voice for teachers. Art has had continuous NLTA involvement over a teaching career spanning a quarter century. He currently is president of the province's largest branch, Waterford Valley. Art has knowledge and experience, listens carefully and speaks out forcefully. Art's candidacy

is a logical next step for someone who has advocated for teachers throughout his teaching career. Art has a proven record and is eager to advance the causes of all teachers at the provincial level, where major change is possible.

Position Statement

Are you happy? I am not. I vaguely remember when I was, early on in my career, when I felt I was moving forward. Advancement has been dismal for too long. We need gains in the motherhood issues – pay, pensions and workload. Contract stripping must stop. Reclassification must be revisited. We need a better certification system (more steps, 8th grade, etc.). Teachers need more respect. I have been disappointed with many aspects of signed collective agreements in recent years and have said so, face-to-face at public meetings. Teachers deserve more. Teachers need to be heard more. Leaders must lead and rally the troops. I pledge to do my utmost to secure a contract that advances the profession and that teachers can feel proud of. I welcome your input at acallahan@stkh.k12.nf.ca, or call: 579-1000 (h), 745-9731 (s), or fax: 745-0607. Thank you in advance for your consideration.

Lily Cole

Lily B. Cole has been actively involved with the Association since the beginning of her career in the early 1980s. Her work for and with the Association comes from a deep belief that without the protection and support of other teachers through our Association, we as a group would not enjoy the level of benefits we do today.

Lily B. has most recently been involved at the Provincial level through membership on the Collective Bargaining Committee that put together the opening package for the last round of negotiations, and is presently a member of the Professional Issues in Teaching Committee (PITCOM). These two committees exhibit Lily's commitment to both arms of our professional Association – Economic Benefits and Professional Development. She strongly believes that a teaching force with access to effective PD, is one that not only has a stronger professional ethic and level of satisfaction, but also is able to more effectively demand from our employers greater benefits, befitting our status as a truly professional force of educators.

Lily B. believes that all members in our Association must be protected and supported, especially when our employers attempt to divide our Association by picking for negative attention different groups within – today, substitute teachers, another time, specialist teachers, and so on. These attempts to divide and conquer must always be resisted strenuously.

Always active at the branch level, Lily B. has served on many branch committees including the organizing committee for the only CONTACT Conference held outside of the major urban centres of the Atlantic provinces (Burin-Marystown). Lily B. has been a member of the Labrador West Branch, the Baie Verte Branch, and is presently a second year Branch President of the Burin-Marystown Branch.

As a member of Provincial Executive Council, Lily B. will always actively seek the advice and comment of her colleagues and will weigh and consider this information before making decisions on your behalf.

Lily Cole

Darryn Cramm

Darryn Cramm is currently the Science Department Head at Menihek High School in Labrador City. Prior to education reform, Darryn taught junior and senior high science at J.R. Smallwood Collegiate and Labrador City Collegiate, having worked with the Labrador School Board since 1991.

Darryn graduated from MUN in 1991 with a B.A. and a B.Ed. and completed his M.Ed. in 2001. He is married to Katherine (Fudge) and they have two children.

Darryn brings with him five years experience as Branch President in Labrador West. As President, Darryn has served on the School Board-Teacher Liaison Committee, the Private Funding Committee, and has overseen two rounds of collective bargaining for the Labrador West branch membership. Darryn began his involvement with NLTA as a school representative and has attended AGMs and BGMs as a branch delegate.

Darryn is actively involved in the life of his school, where he has served on School Growth Teams and School Council. His volunteer work extends into the community as well, where he was a leader in the Scouting movement, a member of the Labrador West Mens' Basketball Association and the Ground Search and Rescue Team.

Darryn is energetic, analytical, and anxious to offer his commitment to provincial NLTA concerns. He believes strongly in the Association and its dual focus of teacher welfare and professional development. Recognizing that Provincial Executive decisions are made for the greater good of all, Darryn feels the make-up of the Executive should reflect the demographics of the Association membership, and he feels that as an "early career" teacher, he can bring that perspective to

Darryn Cramm

the discussions of various issues. Another initiative that Darryn has undertaken in his own branch is to get more younger teachers involved in the business of the Association. He has solicited participation from younger teachers, and mentored and supported them in their efforts.

Darryn feels that he has the energy, determination, and focus to make a contribution to NLTA and its members at the provincial level. His leadership and team-building skills merit serious consideration when you are selecting Executive members to guide the Association through the next two years.

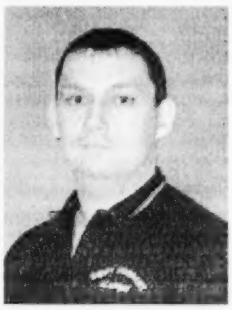
Diane Curtis

Diane Curtis

Diane Curtis has been an active member of the NLTA throughout her 24-year teaching career. She served several terms as president on the Taylor's Brook executive and is presently on the Finance and Property and Education Leave Committees of the Provincial Executive Council.

Diane's tenure as an administrator in small rural schools, and most recently, as principal of Main River Academy, a K-12 school in Pollard's Point, has reinforced her view that the quality of life of teachers must improve in all settings. Addressing the daily issues of curriculum delivery in classrooms full of diverse learners, the increased amount of paperwork and number of meetings associated with Pathways Programming, supervision, and professional development, to mention a few, have to become top priorities.

Diane is dedicated to teaching and learning in Newfoundland and Labrador. As part of the leadership of the Association, she would endeavor to address teacher concerns and help improve their quality of life.



Dean Ingram

Kevin Foley

(Please see page 7.)

Clarence Mercer

Dean Ingram

Hi! My name is Dean Ingram and I have decided to offer myself as a candidate for Provincial Executive. I presently reside in Clarenville with my wife of five years and our son Michael, aged 18 months.

My current position has me assigned to the role of Teaching Principal of Swift Current Academy, Swift Current. Academically I have completed a B.Sc. (Biology), B.Ed., and M.Ed. I have served on a number of Departmental Committees, most recently the Biology 2201/3201 Curriculum Development Committee.

My community involvement has seen me become a member of the Clarenville Area Crime Prevention Committee and volunteer my time as a First Aid Instructor to numerous local groups between Arnold's Cove and Bonavista. In addition to my responsibilities at the school level, I am also the Chairperson of the Lone Valley Community Access Site.

My NLTA involvement has spanned my entire 11-year career. I have served at the branch level in the capacity of Branch President (Trinity, T. Bay Branch – 1993-98; 2000-01), Political Action Officer (Trinity, T. Bay Branch, 1999-00), Professional Development Officer (Clarenbridge Branch, 2002) and currently am the Vice-President of the Clarenbridge Branch. On the provincial level I have served on provincial committees, most recently being the last Collective Bargaining Committee. In addition to serving at the branch executive table I have also been heavily involved in the Vista District School Administrators Special Interest Council. There I served as the council treasurer and was a member of the planning committee for the AGM that was held last spring at Terra Nova Lodge and again this year at the same venue.

My reasons for offering myself for Provincial Executive stem from my belief that it is important that all teachers have representation at the Executive table. Traditionally there has not been adequate representation for the mid and early career teachers of this province. There are issues that are unique to this group of teachers. In order to have these issues adequately addressed it is important that there be representation from them at the Executive table. My past experience at the branch level I feel prepares me for involvement at the Executive table and I ask for your support.

Clarence Mercer

I graduated from Memorial University in 1979 with a B.A.Ed. In the years of 1982-88, I completed the degrees, of B.A. and a M.Ed in Learning Resources.

After graduation in 1979, positions were difficult to obtain and substituting provided little future. I then turned my sites on accounting/auditing with the Bank of Nova Scotia until 1982. While employed with the Bank, I worked out of St. John's, Grand Bank/Fortune and Goose Bay.

However, my main interest was in education, so I returned to MUN to further my education. From 1982-88 I again substituted and held replacement positions in various schools within the Avalon West School District, and completed my B.A. and M.Ed.

Teaching Experience

- *1988:* Learning Resources and Grade 7 – Persalvic Elementary, Victoria
- *1994:* Technology/Learning Resources and Grade 7 – St. Mark's Elementary, Shearstown
- *2000:* Grade 7 – Amalgamated Academy, Bay Robert's
- *2002:* Grade 9 and Social Studies Department Head – Amalgamated Academy

During my 20 years of teaching I have always been involved with the NLTA at the branch level. I held the offices of Political Action Officer with the Upper Trinity South Branch, Secretary and President of Carbonear Branch and I am currently President of the Bay Roberts Branch. I have been attending AGMs and BGMs for the last 10 years. Also, I am currently serving as a member of the NLTA Curriculum Committee, School Board-Teacher Liaison Committee and am a member of the provincial Social Studies Working Committee.

Outside of the NLTA, I have been involved with student councils, church boards and coached minor hockey in our area.

Position Statement

I believe that we as an Association have worked hard to maintain our present benefits. We will need to keep focussed on issues such as workload, violence in schools, pensions, class size and salaries. I am concerned about these issues and will work diligently to ensure that they are dealt with. I am seeking your support for Provincial Executive at the BGM. If elected, I feel that I can provide positive direction on all the above issues and any others that the membership may bring forth.

I may be contacted by telephoning 786-4103, fax: 786-1243, e-mail: cwmercer@stemnet.nf.ca or cwmercer@awsb.ca.

Edward Moore

Ed was born in Riverhead, Harbour Grace and moved to Placentia at the age of seven. After graduating from Laval High School, he attended Memorial University earning a Bachelor of Arts in Education and a Diploma in Learning Resources.

Ed has taught with the new amalgamated Avalon West School District for the past 26 years. He began his teaching career as a substitute and replacement teacher and went on to teach in Mount Carmel, St. Mary's Bay; St. Joseph's, St. Mary's Bay; St. Bride's, Placentia Bay and Southern Harbour, Placentia Bay before returning to Placentia where he is presently a Grade 7 teacher at St. Edward's Elementary.

Ed has been actively involved with the NLTA for the past 18 years.

NLTA Career Highlights

- *1985-87:* School Representative
- *1987-88:* Vice-President, Placentia Branch
- *1988-93:* Branch President, Placentia Branch
- *1994-95:* Past President, Placentia Branch; Served on the NLTA Provincial Committee of Equality Rights in Education
- *1998-00:* Served on the School Board-Teacher Liaison Committee for NLTA
- *1995-01:* President, Placentia Branch
- *2001:* NLTA CONTACT Representative at P.E.I.
- *2001-03:* Member of NLTA Provincial Executive; Member of Finance and Property Committee
- *2001-02:* Chair for NLTA Election Procedures Committee for Province-Wide Voting

Edward Moore

The 2003 BGM will be the fifteenth convention Ed has attended on behalf of the Placentia Branch and the teachers of Newfoundland and Labrador. He assures you that his experience at the Branch and Executive levels has provided insight into the problems and concerns that teachers experience on a day-to-day basis. Such experience will be an asset in helping deal with problems as they arise in the future.

This Association has awesome challenges ahead – salaries, teacher workload and changing demographics, to name just a few. These challenges will require some very tough decisions and the members of this Association deserve a competent and prudent decision-making team. Ed Moore should continue to be a part of that team.

Ed is deeply concerned about these issues and he is committed to giving strong representation to you, the membership, if he is re-elected to the Provincial Executive. He will work diligently on your behalf and will offer his time, energy, and experience to the teachers of this province.

Ed, who is now living in Southeast Placentia with his wife Mary and their three teenage children – Kaila, Devon, and Jeremy – asks for your support to serve as a member of the NLTA Provincial Executive for 2003-05. He is ready to meet the many challenges facing the educators of Newfoundland and Labrador.

Elizabeth Murphy

Elizabeth Murphy

Education

- Memorial University – B.A. (English) 1980, B.Ed. 1981, M.Ed (Teaching) 1988

Teaching Background

Employed for 29 years by the Burin School District in various positions including K-4 multigrade teacher, teacher librarian, special education teacher, math science teacher, technology itinerant and math department head.

NLTA Involvement

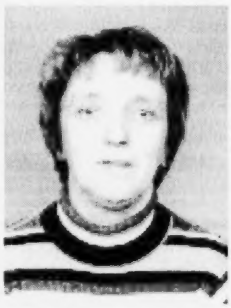
- School Representative (1977-92)
- Public Relations Officer, Home Ec. SIC (1982-83)
- Chairperson, Small Schools SIC (1991-92)
- Member, Royal Commission Response Committee (1992-93)
- Vice-President, Rushoon-Terrenceville Branch (1992-93); Branch Political Action Officer (1993); Secretary-Treasurer (1994-95); President (1995-97)
- Member, NLTA-STEM~Net Advisory Group (1996-98)
- Member, NLTA Provincial Executive (1997 - present)
- Member, Finance and Property Committee (1997)
- Chair, PITCOM (1999 - present)

Position Statement

For the last six years I have been privileged to work as a member of the NLTA Provincial Executive. When I was first elected, my key concern was the rapidly increasing workload of teachers and for each of the last six years, it has been my top priority.

I used to believe that this problem could be solved solely through the collective bargaining process. However, the last six years have convinced me that we must assert ourselves as professionals if we are to successfully control our ever-increasing workload. We openly admit and often take pride in the fact that our role is so extensive that it defies definition. We allow others to abdicate from the requirements of their role while we conveniently subsume their responsibility into the role of a teacher. We have become the little red hen of the social system.

I believe we have to take the bold step of defining for ourselves the critical components of our role as professional educators. We cannot continue to face an increasing workload that detracts from our prime purpose as teachers, while responding at the same time to an increasing demand for accountability. If we are to be held accountable for student performance we must be proactive in defining the variables for which we are accountable. Society cannot continue to expect teachers to address all its deficiencies and still have the time and energy necessary to meet their primary goals. We must not allow others to continue to define our role and discount the professional expertise we have acquired through experience and years of education. We must, as professionals, set the standards by which we will be judged and define for ourselves a role that puts the teacher back into teaching.



Carmelita Traverse

Sean Noah

(Please see page 9.)

Carmelita Traverse

Carmelita graduated from Memorial University in 1974 with a Bachelor of Education and returned to complete a B.A. in 1991. She has 27 years teaching experience and during her career has taught primarily in the Placentia area, at Laval and Holy Rosary, where she also served two years as vice principal. Carmelita is presently a Grade 6 teacher at St. Edward's in Placentia.

Carmelita has been involved in various extra-curricular activities. These include cultural trips to St. Pierre, School Improvement Committee, after school computers, Red Cross, Drama Club, Student Council and Prom Committee.

With the NLTA local branch Carmelita has served as communications officer, vice-president and president. Currently, she is president of the Placentia Branch. She is also chairing the School Board-Teacher Liaison Committee with Avalon West and is a member of the Collective Bargaining Committe.

In addition to school and NLTA commitments, Carmelita is actively involved in community life, serving on many volunteer committees including Star of the Sea Ladies Auxiliary, Lion's Manor Nursing Home, and Hockey Moms. She has been a communion minister and parish council member, and is a parish lector.

Carmelita has three children and lives with her husband, Kevin, in Ferndale.

Fred Wood

(Please see page 10.)

Resolutions to Convention

Category A: Professional Development

Professional Development Days

1. That professional development days be more teacher directed than school board or administration directed. **(Conception Bay South)**
   Explanatory Note: *Let teachers have a bigger role in selecting the professional development they need.*

Substitute Filling Primary/Elementary Positions

2. That primary/elementary substitutes be considered for all K-6 grade teaching positions. **(Marconi)**
   Explanatory Note: *Currently, primary/elementary is the same certification from MUN. Degrees conferred prior to this included courses relevant to both primary and elementary.*

Kindergarten/Junior Kindergarten

3. That the Department of Education institute a junior Kindergarten program. **(Marconi)**

4. That Kindergarten teachers not be responsible for implementation of any pre-school readiness programs for children. **(Marconi)**

Remedial Services

5. That the Department of Education reinstate remedial services in primary/elementary schools. **(Marconi)**

Pathways

6. That ISSP training be provided to special education teachers at a faster rate. **(Waterford Valley)**
   Explanatory Note: *This is currently taking too long.*

7. That more information on the Pathways model be provided to teachers and parents. **(Waterford Valley)**

Category B: Association

Election of Executive

8. That candidates for Executive be given a maximum of five minutes to address Convention delegates prior to the election. **(Waterford Valley)**
   Explanatory Note: *The job is most important and the current two-minute allotment is inadequate to explore the issues.*

Contract Negotiations

9. That, in all future negotiations, the Executive be directed to stop work in all schools in the province upon the expiry of the contract until such time as a new contract is in place. **(Waterford Valley)**
   Explanatory Note: *Time, energy and monetary resources are wasted on prolonged negotiations. This resolution would ensure that the President and the Executive understand the need to prepare teachers for the exact time of a possible job action.*

School Representative System

10. That the current school representative system be strengthened to a more proactive advocacy role for the protection of all members. **(Conception Bay South)**
    Explanatory Note: *From time to time, members are being compromised in the work place. Workload issues, or parental pressures, cause confusion over a teacher's rights and responsibilities. A knowledgeable, proactive representative on site, protected from repercussions, needs to be established at each school. This will work hand in hand with our Association's new ideas for developing the representative's role. In addition to these new ideas on furthering our representative's education in Association matters, we should add more power to their voice of support for fellow members in times of troubles and stress. The representative must be reassured that no repercussions will befall him/her as a result of the advocacy role. A system that protects both the representative and teacher should be developed.*

11. That the NLTA provide an honorarium to school reps for attending a branch meeting. **(Marconi)**

Location of BGM

12. That BGM be held in other communities beside St. John's. **(St. John's Centre)**
Explanatory Note: *The province-wide election is an important step in getting all teachers involved in the NLTA. The vote will allow teachers to have a direct say in the top two leadership positions of our Association. It is time to take it one step further and consider holding the parliament of the Association in major centres other than St. John's. At a time when teachers are questioning the relevance of the NLTA, or worse, not considering it at all, moving the BGM around would be a way of providing more members with the opportunity to make the Association relevant in their daily teaching lives.*

Category C: Benefits and Economic Services

Teachers on Public Exams Marking Board

13. That the Association action the resolution passed at the 2001 BGM regarding negotiating on behalf of members who are working on provincial marking boards for an improved salary scale and working environment. **(St. John's Centre)**
Explanatory Note: *Traditionally members on such boards have been paid at the rate of a Point 2 of Level 4 of the teacher salary scale, which is quite a bit lower than their scale. Work is in the summer period for long working days for pay which is taxed at a very high rate (40%). In the general work force, overtime work is given a payment premium rather than a reduced salary. Conditions on the boards have also deteriorated. (Teachers are not only marking but also correlating, boxing and recording large stacks of exams – work which has traditionally been student employee labour). The government chooses its markers from the most qualified and experienced teachers (Level 6 and 7 at the top of the scale) but refuses to pay them their value.*

Workload Survey

14. That the NLTA immediately undertake a survey/study to determine the workload implications for classroom teachers caused by such initiatives as Pathways, "First Steps" and resource-based math teaching. **(Marconi)**
Explanatory Note: *The study should include analysis of such additional workload items as extra meetings, ISSPs, documentation, program modification, scribing, assessment and recording of student progress and researching and developing additional resource materials.*

Replacement Teachers

15. That NLTA seek a provision in the collective agreement requiring that a replacement teacher seniority list be drawn up within each school district. **(Humber)**

16. That replacement teachers be given the same hiring privileges as permanent teachers under the current collective agreement. **(Humber)**

Class Size

17. That each school district be required to establish maximum limits on class size for individual courses/individual classrooms to ensure a healthy and safe learning environment for the province's students and teachers. **(Humber)**

18. That NLTA seek to negotiate limits on class size in consideration of the inclusion of special needs children in the regular classroom. **(Marconi)**

19. That a cap be instituted for class size at 25 students maximum and that such class size be further reduced for classes which include students below Pathways 1. **(Marconi)**

Leaves

20. That upon retirement, a teacher be paid for half of remaining unused sick leave. **(Placentia)**
Explanatory Note: *For example, a teacher with 160 days of unused sick leave would received 80 days' pay. This would encourage people not to use sick leave and save government money.*

21. That teachers be granted three days of paid leave in the aggregate in a school year, in addition to other leave in the collective agreement. **(Placentia)**
Explanatory Note: *It has become increasingly difficult to get sick/family days. Sometimes there are extenuating circumstances for which the teacher is not covered.*

22. That teachers be permitted one day of paid leave at the teacher's discretion. **(Marconi)**
Explanatory Note: *Occasionally teachers need to look after personal business such as financial, meetings with lawyers, etc. and there are no provisions in the collective agreement to cover that. Discretionary leave is not always approved.*

23. That Article 18.03 of the Collective Agreement (Family Leave) be amended by replacing the word "may" with the word "shall" so that the article will read: "Upon application to a school board, a teacher shall be granted leave with pay, not exceeding three

days in the aggregate in a school year to attend to the temporary care of a sick family member...". **(St. John's Centre)**

Explanatory Note: *Presently school boards have the right to deny this leave, and boards have exercised that right. Teachers should not feel they need to use their sick leave for emergencies that are their family responsibilities.*

Occupational Health and Safety

24. That all teachers be offered training in first aid procedures, as required, as part of their professional development and that such training be at the employer's expense. **(Waterford Valley)**

Explanatory Note: *Occupational health and safety now requires that one employee be trained for every 10. It is arguable that each classroom is a separate workplace and whereas the average classroom has over 20 occupants, each teacher should be trained in first aid.*

Allowances

25. That the Association endeavour to obtain an allowance for educational psychologists as per the guidance counsellors' structure as it presently exists. **(Burin-Marystown)**

Explanatory Note: *More and more educational psychologists are moving into other positions, such as guidance counsellors and program coordinators, where they will receive an allowance. As a result, the province is having difficulty filling educational psychologist positions.*

Department Head Status

26. That the Association endeavour to achieve department head status for student support services. **(Burin-Marystown)**

Explanatory Note: *There is an enormous workload put on teachers due to the implementation of Pathways and a need for one person to coordinate Pathways and its paperwork. Teachers need more support in making adaptations/modifications to programs and in completing the necessary documentation.*

27. That the NLTA seek to negotiate department head status for special services and technology. **(Bay Roberts)**

28. That the NLTA seek to have an athletic director (teacher) appointed for each of the active schools in the NLHSAF, such individuals to be assigned the status of department head; and that the qualifications and job description of athletic director, as well as the definition of "active" school be negotiated between the parties. **(Burin-Marystown)**

Explanatory Note: *NLTA and government recognize the invaluable service of teacher volunteers in physical education to our youth. A lot of time and hard work goes into training, planning and fund raising for tournaments throughout the year at the school, regional and provincial levels. The possible withdrawal of such voluntary services is often a bargaining point during contract negotiations.*

29. That the NLTA seek to have all French courses recognized for eligibility in determining department head status. **(Bay Roberts)**

30. That NLTA seek to negotiate improvements in the 60 hours/80% teaching time requirements for department head status. **(Bay Roberts)**

Teacher Allocations

31. That the NLTA seek a re-examination of the teacher allocation criteria defining small, mid- size and large schools. **(Bay Roberts)**

Explanatory Note: *Present guidelines are creating larger class size and teacher workload and negatively impact larger schools. Any changes made should not negatively impact on smaller schools.*

Teacher Work Day

32. That the number of required meeting hours beyond the regular school day per month not exceed five hours. **(Marconi)**

Explanatory Note: *Teachers are required to attend increasing numbers of meetings after school hours, i.e. "First Steps", staff meetings, school improvement meetings, grade level, ISSP, professional development, etc.*

Student/Teacher/Program Assistant Ratio

33. That the student/teacher/program assistant ratio of the severely developmentally delayed student be one to one. **(Marconi)**

Pensions

34. That teachers be permitted to buy back university years as pensionable time. **(Marconi)**

35. That teachers be permitted to buy back, for pension purposes, substitute and replacement time at the rates in effect when the time was worked. **(Marconi)**

Hiring of Substitutes

36. That all substitute time be counted equally for hiring purposes. **(Marconi)**

Explanatory Note*: All teaching experience is relevant and valuable and should be recognized as such. Frequently replacement hiring is a result of "right place - right time".*

Reimbursement for Travel

37. That teachers be entitled to reimbursement for accommodations and meals when travelling in excess of 100 km to attend mandatory board inservice. **(Marconi)**
Explanatory Note: *Some teachers have been required to travel two hours to attend inservice with no financial compensation except to the person who is car pooling.*

38. That teachers required to travel on behalf of the government, school board, or school to conferences or training, or to accompany school groups (teams, choirs, classes), be provided with a private room and meal allowances at the prevailing government rates. **(St. John's Centre)**
Explanatory Note: *Every year, teachers are required to attend training, conferences, or to supervise school groups. Most of the time, this occurs on the weekends or on holidays. They are also required to pay for meals and accommodations out of their own pockets and they do not get reimbursed. They have to share accommodations, and many times have to bunk up two or more to a room. It is not unreasonable to ask that teachers who do this at least get private accommodations and be given a meal allowance at the prevailing government rate.*

Seniority of Teachers

39. That tenured teachers with one school district who are seeking positions with another district be considered for employment purposes as having their years of experience equal to replacement time with that new school district. **(Marconi)**
Explanatory Note: *School districts currently have the right not to consider teachers from other boards as having any experience.*

Preparation Time

40. That teachers, who are department heads, student council moderators or athletic directors and required to implement new courses at school, be provided with extra preparation periods during the school day. **(St. John's Centre)**
Explanatory Note: *Teachers are always known to work after school, at home and on holidays. This situation is magnified when they are required to implement new courses. It is not unreasonable that teachers be provided with extra preparation time during the normal school day in order to prepare adequately and properly for these new courses.*

Remuneration for Work Outside Teaching

41. That teachers be provided with extra remuneration to make presentations or submissions to teachers at or during school board closeouts or professional development days. **(St. John's Centre)**
Explanatory Note: *When school boards schedule professional development days for their teachers, they sometimes bring in professionals from outside the school to give lectures, presentations or in some other ways present information to teachers. These people are paid by the school boards. It is not unreasonable that teachers who are asked to do this be paid for their time and expertise. They must use their time outside the school day to properly prepare presentations for these professional seminars. As valuable professionals, they should be paid adequately for their time, efforts and professionalism.*

42. That a teacher receive extra remuneration when they are performing additional duties for the Department of Education on curriculum development issues or presentations. **(St. John's Centre)**
Explanatory Note: *Teachers are provided with a substitute for the initial meeting and expected to complete this extra work, the research and the document writing, outside the workday.*

Job Description for Teachers

43. That all teachers be provided with a written job description at the beginning of each school year. **(St. John's Centre)**
Explanatory Note: *Every year our workload continues to increase, e.g. KinderStart this year. We seem to have no recourse but to accept the extra workload. When do we say enough is enough? When will we be able to stop this work place stress? With a written job description, a teacher can say, "This is not part of my job".*

Current Policy Resolutions

Teacher Vacancies

44. That part-time permanent tenured teachers be given priority over non-permanent teachers to vacant permanent positions that they are qualified to fill. **(St. John's Centre)**

Lunchtime Supervision

45. That the Department of Education train and hire non-teaching personnel to supervise students at lunch time. **(Marconi)**

Proposed NLTA Act and By-Law Changes

Eight proposed changes to the NLTA Act and By-Laws meet the voting requirements for the 2003 BGM. There are two proposed changes to the NLTA By-Laws being presented by the Provincial Executive. In addition, prior to the deadline for receipt of by-law changes for the 2003 BGM, the Nutak Labradorimi Branch submitted one proposed change to the NLTA Act and one proposed by-law change, the Deer Lake and Taylor's Brook Branches each submitted one proposed by-law change, and the St. John's Centre Branch submitted two proposed by-law changes.

Please note that additions appear in **bold** print and deletions in *[italics]*.

In considering these proposed Act and By-Law changes, you are reminded that a two-thirds majority is required in order for these changes to be carried. A motion to table these changes would require a simple majority.

Proposed NLTA By-Law Changes from Executive

1. By-Law XI.F. – Nominations and Election for Executive

That By-Law XI – Nominations and Election for Executive be amended by adding the following as a new subsection F, with the remaining subsections being re-lettered: **"Anyone alleging irregularities in nomination or election procedures must make such allegations known in writing to the Chairperson of the Electoral Committee at the Convention not later than 30 minutes after the announcement of the results of the election. Upon receiving such allegation, the Chairperson of the Electoral Committee must appoint a committee of three registered delegates, excluding nominees, who will investigate the allegation and report their findings and recommendations to the Chairperson of the Electoral Committee before 10:00 a.m. of the session of the following day of the Convention. In the event that the allegation of irregularities is accepted as proved, by a majority of the committee appointed to investigate the matter, the matter and conclusions must be reported to the Convention by the Chairperson of the Electoral Committee. After receiving the report of the Electoral Committee the Convention shall, by a ⅔ vote of registered delegates, allow the election to stand or otherwise a new election shall be held in respect of the Executive positions affected by the irregularity."**

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: Due to changes in By-Law XII – Nominating and Election Procedures for Officers resulting from the move to province-wide voting, there is no longer a provision dealing with irregularities in voting which could occur during the election of Executive at the BGM. This amendment will correct this oversight.

2. By-Law XIV.J. – Duties of Executive Council

That By-Law XIV. – Duties of the Executive Council be amended by adding a new Subsection J. to read: **"The Executive shall have the power, in the event that the Association incurs any indebtedness as a result of a job action, to impose upon the membership a special levy to be paid in such amount or amounts for such period and on such terms as the Executive deems necessary to pay some or all of such indebtedness."**

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: When the Association acts to put arrangements in place for borrowing to finance a strike, lending institutions naturally have an interest in the arrangements for repayment

of such loans. This change to the NLTA By-Laws will authorize the Provincial Executive, in the event that the Association incurs indebtedness as a result of a job action, to levy a special additional fee on the membership in order to repay such debt within a reasonable time period.

Proposed NLTA Act and By-Law Changes from Branches

PROPOSED BY-LAW CHANGES FROM THE ST. JOHN'S CENTRE BRANCH

3. Change of Timing of Election for President and Vice-President – Fall Election

a) By-Law XV.A – Elections
That By-Law XV.A. be amended to read: "Elections for President and Vice-President shall be held on a day selected by the Electoral Committee, as appointed under Section B of this By-Law, in the first week of **November** *[May]* in the year **prior to the year** of the expiry of the term of office for that position. Information will be published in **a** *[the Convention]* Bulletin at least one month prior to the date of the elections."

b) By-Law XII.A.(3) – Nominating and Election Procedures for Officers
That By-Law XII.A.(3) be amended to read: "Subject to Article XII.A.(1), the name of each nominee shall be released by the Electoral Committee as appointed under By-Law XV.B., within two weeks of the receipt of each nomination. For publication in **a** *[the Convention]* Bulletin, nominations must be postmarked not later than the date which is two months prior to the date of the **election** *[Convention]* ."

c) By-Law XII.B. – Nominating and Election Procedures for Officers
That By-Law XII.B. be amended to read: "Photographs and information on candidates referred to in XII A.(2) must be published in **a** *[the Convention]* Bulletin as per By-Law XI.B."

d) By-Law XIII.A.(1) – Duties of Officers [Office of the President]
That By-Law XIII.A.(1) be amended to read: "The term of office shall be for a two-year period from August 1 in the year **following the year in which** the President was elected to July 31 of the **third** *[second]* year following **the year in which the President was elected.**"

Rationale from the Branch: This would eliminate campaigning during BGM and more leave time to devote to resolutions and other significant matters. The fall campaign will normally be in the middle of negotiations and other significant factors and therefore will be an important time for creating platforms for candidates and evaluations of candidates by the members.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive's Recommendation: Such a by-law change would see the President and Vice-President being elected nine months before actually taking office on August 1 of the following year. This is too long a time period to have a President-elect and Vice-President-elect waiting to take office.

4. Election of President and Vice-President in Alternate Years to Biennial General Meeting

a) By-Law XV.A – Elections
That By-Law XV.A. be amended to read: "Elections for President and Vice-President shall be held on a day selected by the Electoral Committee, as appointed under Section B of this By-Law, in the first week of May in the year **prior to the year** of the expiry of the term of office for that position. Election information will be published in **a** *[the Convention]* Bulletin at least one month prior to the date of the elections."

b) By-Law XII.A.(3) – Nominating and Election Procedures for Officers
That By-Law XII.A.(3) be amended to read: "Subject to Article XII.A.(1) the name of each nominee shall be released by the Electoral Committee, as appointed under By-Law XV.B., within two weeks of the receipt of each nomination. For publication in **a** *[the Convention]* Bulletin, nominations must be postmarked not later than the date which is two months prior to the date of the **election** *[Convention]*."

c) By-Law XII.B. – Nominating and Election Procedures for Officers
That By-Law XII.B. be amended to read: "Photographs and information on candidates referred to in XII.A.(2) must be published in **a** *[the Convention]* Bulletin as per By-Law XI.B."

d) By-Law XIII.A.(1) – Duties of Officers [Office of the President]
That By-Law XIII.A.(1) be amended to read: "The term of office shall be for a two-year period from August 1 in the year **following the year** the President was elected to July 31 of the **third** *[second]* year following **the year in which the President was elected**."

Rationale from the Branch: This gives the incoming President more time to familiarize himself/herself with NLTA policies and procedures, etc. It eliminates campaigning during BGM and BGM would be centred on resolutions.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive's Recommendation: Such a by-law change would see the President and Vice-President being elected over fifteen months before actually taking office with no responsibilities during that time. This is too long a time period to have a President-elect and Vice-President-elect waiting to take office.

PROPOSED BY-LAW CHANGES FROM THE DEER LAKE BRANCH

5. Election of the President and Vice-President Prior to the Biennial General Meeting

a) By-Law XV.A – Elections
That By-Law XV.A. be amended to read: "Elections for President and Vice-President shall be held on a day selected by the Electoral Committee, as appointed under Section B of this By-Law, in the first week of **March** *[May]* in the year of the expiry of the term of office for that position. Election information shall be published in **a** *[the Convention]* Bulletin at least one month prior to the date of the elections."

b) By-Law XII.A.(3) – Nominating and Election Procedures for Officers
That By-Law XII.A.(3) be amended to read: "Subject to XII.A.(1), the name of each nominee shall be released by the Electoral Committee as appointed under By-Law XV.B. within two weeks of the receipt of each nomination. For publication in **a** *[the Convention]* Bulletin, nominations must be postmarked not later than the date which is two months prior to the date of the **election** *[Convention]*."

c) By-Law XII.B. – Nominating and Election Procedures for Officers
That By-Law XII.B. be amended to read: "Photographs and information on candidates referred to in XII.A.(2) must be published **a** *[the Convention]* Bulletin as per By-Law XI.B."

Rationale from the Branch: The election of President and Vice-President should occur prior to the election of the Executive as has been our practice in the past. This election would then be completely extracted from BGM (removing time and money concerns) and potential Executive candidates now know who they will be working with."

Recommendation from Provincial Executive:
NO POSITION

Rationale for Executive's Recommendation: Executive noted that there are a number of considerations for and against such by-law changes. There would not be an opportunity for an official forum for Presidential and Vice-Presidential candidates to address delegates at BGM . Changing the by-law now before the first province-wide election takes place would limit the ability of the Electoral Committee to do a full evaluation of the process before making recommendations for changes. However, if the election takes place prior to BGM, then the President and Vice-President would be in place before the Executive is elected, more time will be available for Executive candidates to address delegates and all Executive members would be in place before the closing of Convention. It would also allow BGM to spend more time focussing on the business of the Association. Additionally, it would take away the conflict that may be seen to exist between running for Executive while still in the running for President/Vice-President.

PROPOSED NLTA ACT AND BY-LAW CHANGES FROM THE NUTAK LABRADORIMI BRANCH

6. Power to Pass, Amend or Appeal By-Laws by the Executive and Branch Presidents

Section 5 – Powers of the NLTA Act
That Section 5 – Powers of the NLTA Act be amended by adding a new subsection (5) to read: **"Notwithstanding Sections 5(1), 5(2), 5(3) and 5(4), a unanimous resolution of the members of the Executive provided for under Section 13 and the Presidents of branches established pursuant to Section 5(1)(d) may pass, amend or repeal a By-Law and such By-Law amendment or repeal shall come into operation immediately."**

Recommendation from Provincial Executive:
DEFEAT

Rationale for Executive's Recommendation: This change in the NLTA Act would set up two possibly conflicting processes wherein Joint Council could make a by-law change which could then be reversed at the BGM and vice-versa. It would also be a radical departure from the current process whereby by-laws can only be changed by the Association's governing body, the BGM, thus removing authority from the Convention.

7. REGIONALIZED STRUCTURE FOR ELECTION OF EXECUTIVE

a) By-Law XI.D. and E. – Nominations and Election for Executive

That By-Law XI.D. and E. be repealed and replaced by the following, with the remaining sections being re-lettered: **"D. The Executive shall be elected at the Convention in the following manner:**

(1) Voting shall be by written secret ballot issued to registered delegates as defined by Section 10 of the Teachers' Association Act.

(2) Delegates shall vote by regions composed of branches as follows:

Region 1	**Churchill Falls, Coastal Labrador South (Cartwright and Black Tickle schools only), Labrador West, Lake Melville and Nutak Labradorimi**
Region 2	**Aurora, Belle Mer, Bremco, Coastal Labrador South (all schools except Cartwright and Black Tickle), Ingornachoix, Northern Light**
Region 3	**Deer Lake, Long Range, Humber, Table Mountain, Taylor's Brook**
Region 4	**Appalachia, Burgeo, Port Aux Basques, Rameaux**
Region 5	**Baie Verte Peninsula, Bay d'Espoir, Belleoram-Wreck Cove, Exploits Valley, Green Bay, Harton, Seagaulher**
Region 6	**Fogo Island, Ganova, Hamilton Sound, Notre Dame, St. Brendan's, Trinity-Deadman's Bay**
Region 7	**Burin-Marystown, Granforline, Rushoon-Terrencville**
Region 8	**Landfall, Clarenbridge, Trinity, T.B.**
Region 9	**Baccalieu, Bay Roberts, Carbonear, Conception Bay Centre, Placentia, St. Mary's Bay, Upper Trinity South**
Region 10	**Bell Island, Conception Bay South, Marconi, Southern Shore, St. John's Centre, Waterford Valley**

(3) Two Executive members shall be elected from each region, of whom the candidate from each region who has the greatest number of votes shall, together with the President and Vice-President and a person holding office under By-Law XI.A.(2) where applicable, form the Executive and the ten remaining shall be classified as alternates. A delegate will vote for not more than two candidates of his/her choice from the region in which the delegate's branch is located.

(4) In the event a tie results, from the first or any ballot, preventing the Electoral Committee from naming the ten members to the Executive Council and/or from naming the ten alternate positions, a further ballot or ballots shall be conducted among the delegates from the region or regions so affected, involving only those candidates causing the tied vote.

(5) For purposes of voting, a member of the Provincial Executive shall be deemed to be a delegate from the region in which his/her branch is located."

[D. Seventeen Executive members shall be elected biennially, and the 10 who have the greatest number of votes shall, with the President, the Vice-President and a person holding office under XI.A.(2), where applicable, form the Executive Council. The remaining Executive members shall be classified as alternate members.

E. When a tied ballot result prevents the Electoral Committee from naming the members to the Executive Council and/or from ranking the alternate positions, a further ballot shall be taken to resolve the tie. Only tied candidates shall appear on such a ballot.]

b) By-Law XIV.F. – Duties of Executive Council [Vacancies]

That By-Law XIV.F. be amended to read: "Any vacancy occurring among the members of the Executive of the Association by death, resignation or otherwise shall be filled by the Executive from the alternates provided by By-Law XI.D. **from the region in which the vacancy occurs** *[in order of the number of votes received]*."

Recommendation from Provincial Executive:
DEFEAT

Rationale for Executive's Recommendation: These proposed by-law changes set up a regional versus an overall provincial base for the election of the Executive, making Executive members responsible only to the members in their particular region rather than to the full provincial membership. Also, there is a vast difference in population among the regions. Thirdly, voting

at BGM would see too small an electorate among the delegation from some regions voting for that region's Executive member (e.g. five delegates in one region would select the Executive member, while in another region 22 delegates would be the electorate.)

PROPOSED BY-LAW CHANGE FROM THE TAYLOR'S BROOK BRANCH

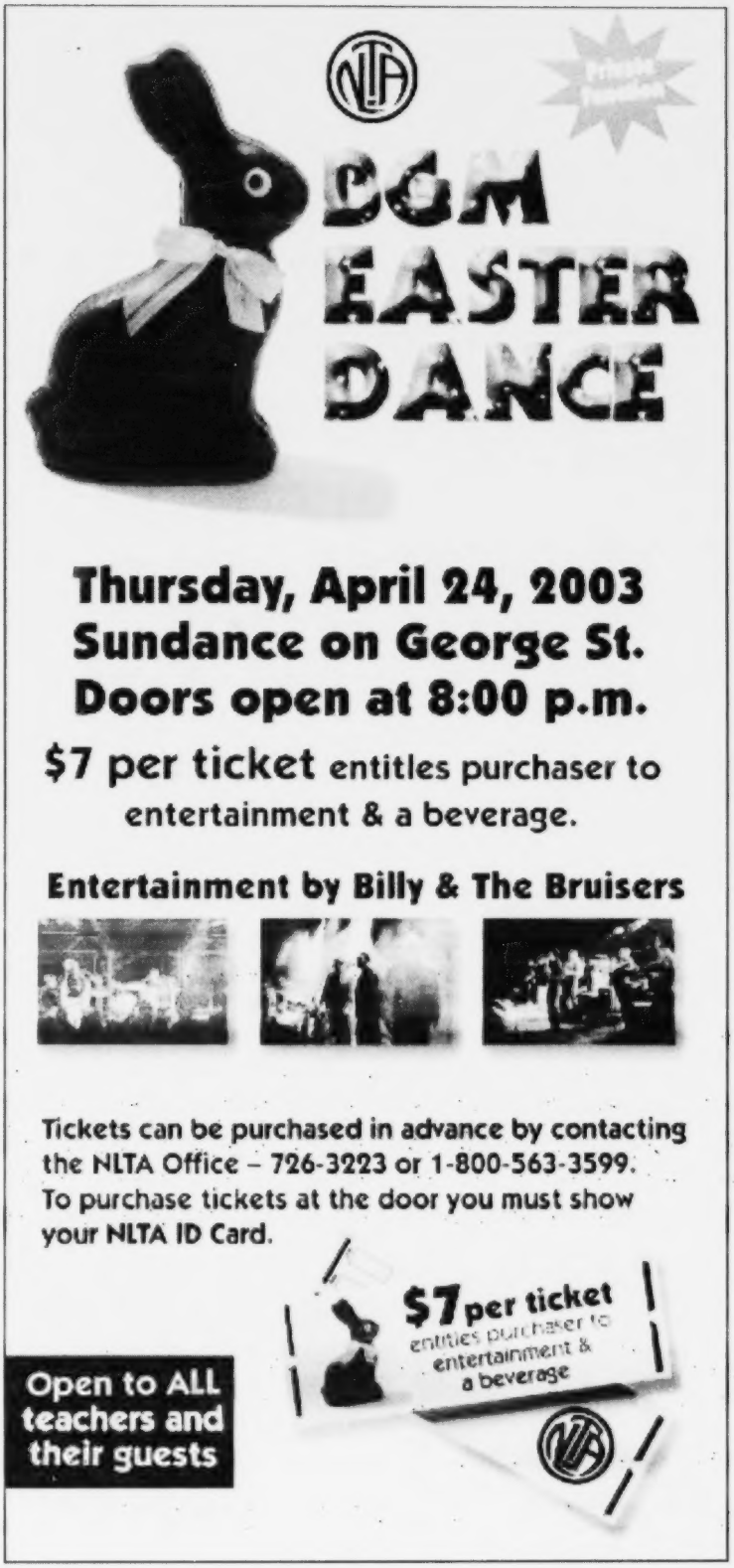
8. BY-LAW III.C. – ACTIVE MEMBERSHIP [DUES]

That By-Law III.C.(1) be amended to read: "For teachers who hold active membership under By-Law III(A)(1), (2), (3), (6) and (7) the annual dues for each member shall be **an amount calculated as follows: one percent of the annualized average actual salary, exclusive of allowances, of teachers paid through the Teacher Payroll Division of the Department of Education, based on payment for the last pay period in June of each year. Dues at the rate so determined shall have effect from the 1st of September to the 31st of August in the year following.** *[one percent of his/her salary including bonuses.]*"

Rationale from the Branch: All members receive the same services so there should be the same fees for those services. Saying that all members will pay out the same amount over their 30-year career assumes all members will choose to stay in the profession until retirement and all members will achieve the same level of education and bonuses. The NLTA may have to trim some costs to make a flat rate affordable, (e.g. when the AGM was changed to a BGM). Income tax rates cut into higher salaries so that the present 1% rate is not equivalent for higher paid teachers.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive's Recommendation: The current fee structure has fees based on income – ability to pay. This by-law change would put an additional burden on junior teachers with less salary. Further, because allowances would not be included in the calculation of income, it would also reduce the Association's income by $85,000 this year, leading to a reduction in programs and in-services.


BGM
EASTER
DANCE
Thursday, April 24, 2003
Sundance on George St.
Doors open at 8:00 p.m.
$7 per ticket entitles purchaser to entertainment & a beverage.
Entertainment by Billy & The Bruisers
Tickets can be purchased in advance by contacting the NLTA Office – 726-3223 or 1-800-563-3599.
To purchase tickets at the door you must show your NLTA ID Card.
$7 per ticket
entitles purchaser to entertainment & a beverage
Open to ALL teachers and their guests

Delegates to Convention 2003

(a) – alternate; (aa) – funded alternate for branches with less than 100 members

Appalachia [294/3]	Paul Pinsent, Jeffrey Blundon, Dave Warren
Aurora [74/1/1]	Thomas O'Rielly; Denise Butt (aa); Merrill Hoddinott (a)
Baccalieu [83/1/1]	Fred Driscoll; David Jackman (aa)
Baie Verte Peninsula [111/2]	Shawn Tibbo, Madonna Boone; Derek Hiscock (a)
Bay d'Espoir [51/1/1]	Patrick Pittman; Tracey Stone (aa)
Bay Roberts [210/3]	Clarence Mercer, Paul Brown, Sharon Penney; Philip Wood (a), Kevin Mercer (a)
Bell Island [48/1/1/]	
Belle Mer [55/1/1]	Brian Bartlett; Russell Marsden (aa)
Belleoram-Wreck Cove [27/1/1]	Allan Spencer; Earl Lawrence (aa)
Burgeo [23/1/1]	
Burin-Marystown [190/2]	Lily B. Cole, Kevin Glavine
Bremco [48/1/1]	
Carbonear [129/2]	Keith Hollahan, John Warren
Churchill Falls [18/1/1]	
Clarenbridge [227/3]	Wayne Dawe, Lloyd Collins, Dean Ingram
Coastal Labrador South [/1/1]	
Conception Bay Centre [65/1/1]	Margaret Dunphy; Jean Corbett (aa); Phylis Flynn (a)
Conception Bay South [294/3]	Dolly Oldford, Robert Kelsey, Chris Squires; Eugene Noble (a)
Deer Lake [139/2]	
Exploits Valley [309/4]	Thomas Kendell, David Alcock, Christine Cole, Marina Hewlett; Rick Duffy (a)
Fogo Island [33/1/1]	Craig Tucker; Dawn Payne (aa)
Ganova [248/3]	
GranForLine [/1/1]	
Green Bay [117/2]	Harvey Rice, Keith Russell
Hamilton Sound [70/1/1]	Cyril Ted Goodyear; Craig Hicks (aa); André Richard (a)
Harton [29/1/1]	
Humber [327/4]	Bill Chaisson, Aiden A. Chaytor, Carolyn Bugden, Linda Luedee; Michelle Lahey (a)
Ingornachoix [41/1/1]	Paul May; Bonnie Bussey (aa)
Labrador West [121/2]	Darryn Cramm, Al MacKinnon
Lake Melville [170/2]	Stephen J. MacDonald, Sandra Quigley
Landfall [92/1/1]	Paula Smith; Janet Bishop (aa)
Long Range [/1/1]	
Marconi [580/6]	Linda Crocker, Brenda Beresford, Jamie Coady, Wayne Connors, Norma Summers, Josephine Tyler; Brendan Walsh (a)
Northern Light [/1/1]	
Notre Dame [184/2]	Jim Small, Joy Sceviour
Nutak Labradorimi [96/1/1]	
Placentia [88/1/1]	Carmelita Traverse; Mary Moore (aa)
Port aux Basques [128/2]	Donald Payne, David Clarke; Bruce Burton (a)

Delegates (continued)

Rameaux [20/1/1]	Leo Freeborn; Paul Green (aa)
Rushoon-Terrenceville [64/1/1]	Jackie Maloney; Cathy Whiffen (aa)
St. Brendan's [7/1/1]	Gerald Hynes; Kevin O'Rielly (aa)
St. John's Centre [411/5]	Marilyn Bennett, James Dinn, Colleen Martin-Ward, Mario Simon, Lynda Younghusband; George Tucker (a)
St. Mary's Bay [49/1/1]	Charles Dillon; Patricia Kielly (aa)
Seagaulher [24/1/1]	Derek Drover; Thomas Tibbo (aa); Jonathan Skinner (a)
Southern Shore [104/2]	Jamie Jenkins, Doug Barron
Table Mountain [24/1/1]	Wayne G. Park; Trevor Lodge (aa); Tina Ryan (a)
Taylor's Brook [17/1/1]	Janice House; Natalie Jackson (aa)
Trinity-Deadman's Bay [/1/1]	
Trinity, Trinity Bay [22/1/1]	Wayne Pond; Earle Pike (aa); Janet Pond (a)
Upper Trinity South [109/2]	Paul Sheppard, Gabe Ryan
Waterford Valley [635/7]	Art Callahan, Ian Graham, Jack Jardine, Harold Mullowney, Mary Jane Maloney, Ann Marie Singleton

COUNCIL OBSERVERS

Art	
Conseil des enseignant(e)s francophones	
Council of Special Services	
Educational Partnerships	
Educators of the Deaf	
Elementary	
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Modern Languages	
Music	Mary Dinn
NLCPA	Chris Cooper
Physical Education	
Primary Teachers	**Mayette Godsell**
Program Specialists	Kevin A. Giles
REaD	Josephine Tyler
School Administrators	James Hibbs
Small Schools	
Substitute Teachers	Sarah Dempsey
Technology Education	

There is a

Power

Among Us...

a power that instills a sense of well-being and purpose

that empowers people to break the cycle of poverty

that generates social development and decent earnings.

That's...

The Power of Learning

A Message from the Teachers of Atlantic Canada